DOCUMENT RESUME

ED 222 709 CE 034 164

TITLE	Handicapped Student-Learners: Michigan Mandatory Special Education Act, Rehabilitation Act of 1973, Michigan Handicapper's Civil Rights Act, and Michigan's Hire the Handicapped Law. Legal Modules for Vocational Cooperative Education.
INSTITUTION	Western Michigan Univ., Kalamazoo.
SPONS AGENCY	Michigan State Dept. of Education, Lansing. Vocational-Technical Education Service.
PUB DATE	[Sep 82]
GRANT	33B2-7852
NOTE	30p.; For related documents see CE 034 161-170.
AVAILABLE FROM	Michigan Vocational Education Resource Center, 133 Erickson Hall, Michigan State University, East Lansing, MI 48824 (10 modules--$10.00).
PUB TYPE	Guides - Classroom Use - Guides (For Teachers) (052)
EDRS PRICE	MF01/PC02 Plus Postage.
DESCRIPTORS	Access to Education; Case Studies; *Civil Rights; *Cooperative Education; *Disabilities; Employment Practices; Equal Education; *Federal Legislation; Instructional Materials; Pretests Posttests; Secondary Education; Special Education; *State Legislation; Student Rights; *Vocational Education
IDENTIFIERS	Handicappers Civil Rights Act 1976 (Michigan); Hire the Handicapped Law (Michigan); Mandatory Special Education Act (Michigan); *Michigan; Rehabilitation Act 1973

ABSTRACT

Intended for use by cooperative education program coordinators, this module deals with the rights of handicapped cooperative education program enrollees as they are specified in various pieces of federal and Michigan state legislation. The following laws are covered: the Michigan Mandatory Special Education Act (P.A. 198); the Rehabilitation Act of 1973 (P.L. 93-112); the Michigan Handicapper's Civil Rights Act (Act 220 of the Public Acts of 1976); and Michigan's Hire the Handicapped Law (P.A. 183). Designed to be a self-paced instructional package, the module contains a pre-test, answer key, scoring instructions, a reinforcement exercise, case studies with appropriate answers, and additional agency and printed resources. (MN)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED222709

HANDICAPPED STUDENT-LEARNERS

MICHIGAN MANDATORY SPECIAL EDUCATION ACT, P.A. 198
REHABILITATION ACT OF 1973, P.L. 93-112
MICHIGAN HANDICAPPER'S CIVIL RIGHTS ACT, ACT 220 OF THE PUBLIC ACTS OF 1976
MICHIGAN'S HIRE THE HANDICAPPED LAW, P.A. 183

LEGAL MODULES FOR
VOCATIONAL COOPERATIVE
EDUCATION

CE 034164

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

This document has been reproduced as received from the person or organization originating it.

Minor changes have been made to improve reproduction quality.

Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

C. Wolszyk

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

ACKNOWLEDGEMENTS

The Vocational Cooperative Education Modules were developed through the Michigan State Board of Education Cooperative Vocational Education Professional Development and Training Grant, No. 33B2-7852, funded under the provisions of Public Law 94-482, Education Amendments of 1976. Mr. Carl Woloszyk, Vocational Consultant, Michigan Department of Education, Vocational-Technical Education Service served as project monitor for the Modules and Dr. Jack T. Humbert, Professor, Department of Distributive Education, Western Michigan University was Project Director.

Special recognition must be given to the Michigan Vocational Coordinators Association and the following individuals who were instrumental in providing ideas, materials and support in the development of the Vocational Cooperative Education Modules:

Mr. Marty Chirgwin
Traverse Bay Vocational Center
880 Parsons Road
Traverse City, MI 49684

Dr. Wells Cook
337 Grawn Hall
Central Michigan University
Mt. Pleasant, MI 48859

Mr. Ray Fast
Cooperative Extension Service
Court House
Coldwater, MI 49036

Mr. Don Gebraad
Ottawa Skills Center
13565 Port Sheldon Road
Holland, MI 49423

Dr. Jack T. Humbert
Department of Distributive Education
Western Michigan University
Kalamazoo, MI 49008

Ms. June Kilmer
Farmington Public Schools
32900 West Thirteen Mile Road
Farmington Hills, MI 48018

Mr. Robert L. Larsen
Job Placement Service
Oakland Schools
2100 Pontiac Lake Road
Pontiac, MI 48054

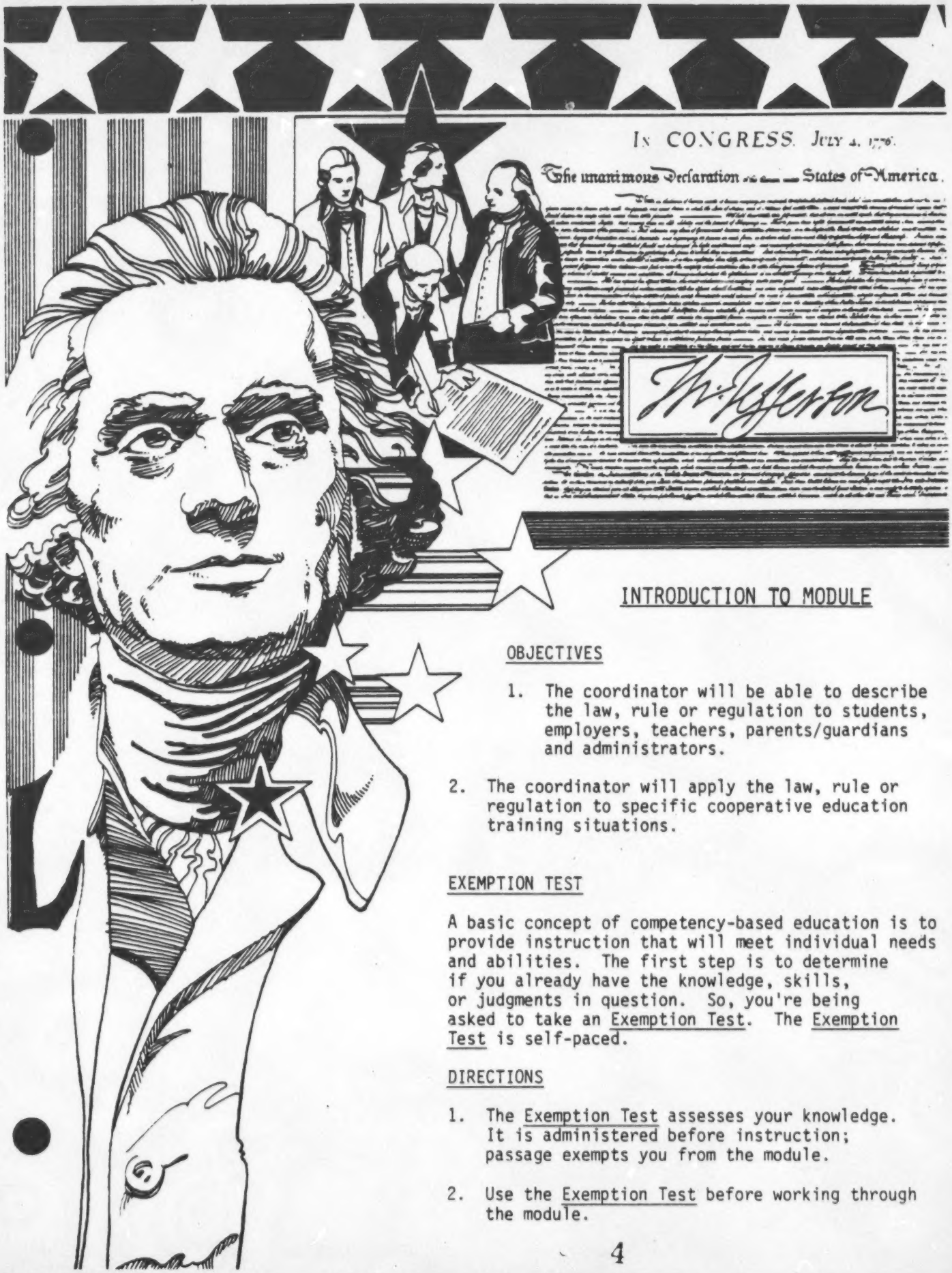
Mr. David J. Miller
Fraser High School
34270 Garfield
Fraser, MI 48026

Ms. Pat Votruba
Averill Skills Center
2102 Weiss
Saginaw, MI 48602

Ms. Adelaide Wortham
Detroit Public Schools
Marketing and Distributive Education
School Center Building, Room 914
5057 Woodward Avenue
Detroit, MI 48202

Mr. Carl Woloszyk
Department of Education
Vocational-Technical Education
Service
Box 30009
Lansing, MI 48909

NOTE: This Module is not intended to serve as an in-depth or legally definitive analysis concerning the law, rule or regulation discussed. It does, however, represent an overview and an administrative opinion of the writers and may be subject to change or further clarification.



INTRODUCTION TO MODULE

OBJECTIVES

1. The coordinator will be able to describe the law, rule or regulation to students, employers, teachers, parents/guardians and administrators.

2. The coordinator will apply the law, rule or regulation to specific cooperative education training situations.

EXEMPTION TEST

A basic concept of competency-based education is to provide instruction that will meet individual needs and abilities. The first step is to determine if you already have the knowledge, skills, or judgments in question. So, you're being asked to take an Exemption Test. The Exemption Test is self-paced.

DIRECTIONS

1. The Exemption Test assesses your knowledge. It is administered before instruction; passage exempts you from the module.

2. Use the Exemption Test before working through the module.

EXEMPTION TEST

Directions: Read the statement below and mark with an (X) those statements which are true in reference to Federal and State of Michigan Handicap Laws.

____1. Handicapped workers are more likely to have accidents than other employees.

____2. In Michigan, employer's worker's disability insurance rates have increased when they hired handicapped workers.

____3. Every employer doing business with the Federal Government under a contract for more than $2,500 must take "affirmative action" to hire handicapped people.

____4. A handicapped cooperative education student is anyone who has a physical or mental impairment which substantially limits one or more of her/his major life activities (life activities include communication, ambulation, self-care, socialization, education, vocational training, transportation, housing and employment).

____5. Job assignments, promotions, training, transfers, termination, accessibility, and working conditions are all part of the affirmative action plan for handicapped cooperative education students.

____6. Section 504 of the Rehabilitation Act of 1973 states that every building/facility has to be accessible to the handicapped cooperative education student.

____7. According to Section 504 of the Rehabilitation Act of 1973 an employer has five years to make changes in buildings/facilities if they are not accessible to cooperative education students.

____8. The Rehabilitation Act Amendments of 1974 stipulate that qualified handicapped applicants may not be excluded solely on the basis of their physical or mental condition.

_____9. Employer contracts through sheltered workshops for handicapped cooperative education students cannot be considered "affirmative action" unless the contractor uses the workshop as a source of training.

_____10. The Michigan Handicapper's Civil Rights Act states that an employer shall not fire or refuse to hire, recruit, promote, or discharge a person on the basis of a handicap.

_____11. The Michigan Handicapper's Civil Rights Act stipulates that an employer or employment agency may ask questions and keep records pertaining to the handicap of a cooperative education student.

_____12. The employer, according to the Michigan Handicapper's Civil Rights Act, must allow the use of adaptive devices or aids when they may be utilized to allow the cooperative education student to do the job.

_____13. Public Act 183, Michigan's Hire the Handicapped Law, gives incentives to employers hiring persons with handicaps by limiting their liability in case of occupational injury or illness, without limiting the Worker's Disability Compensation rights of those injured, or their dependents

_____14. Cooperative education students who have either a back, heart, diabetic, or epileptic condition qualify for Second Injury Certification.

_____15. Handicapped cooperative education students can qualify for a wage rate of less than 50 percent of the minimum wage.

_____16. A handicapped trainee is an individual whose earning capacity is impaired by age or physical or mental deficiency or injury, and who is receiving or is scheduled to receive on-the-job training in industry under any vocational rehabilitation program.

_____17. Application for Handicapped Worker Certificate, should be sent to:

U.S. Department of Labor
Wage-Hour Division
1834 Woodward Avenue
Detroit, MI 48094

_____18. A Report of Medical Examination must be submitted with the Application for Handicapped Worker Certificate.

_____19. The most common meaning of "referral" is a written notification that a student is suspected of being handicapped while another meaning of the term is a written statement that a handicapped student may need a change in educational status.

_____20. According to Michigan Law, the School Principal must be a member of the I.E.P.C. (Individualized Educational Planning Committee) for a handicapped student enrolled in a cooperative educational program.

_____21. A recent Michigan Supreme Court Decision stated: Not all vocational education services need to be listed in a cooperative education student's I.E.P. (Individualized Educational Plan).

_____22. Employers of cooperative education students may conduct pre-employment medical examinations and make pre-employment inquiries concerning the existence or the nature of a handicap.

_____23. Pre-employment inquiries regarding an applicant's handicap may be made only when remedial action is required or in the event of voluntary or affirmative action efforts.

_____24. Offers of employment to handicapped persons may be conditioned on the results of medical examinations.

_____25. Interviewers of cooperative education students may ask: "Will you require reasonable accommodations?", but may not ask: "How did your disability occur?"

_____26. Employers should be informed when interviewing a handicapped student that the interviewing room should be large enough to accommodate the applicant within the close vicinty of the parking area.

_____27. Because of Michigan law, the handicapped cooperative education student must be provided transportation from school to work and from work to home. This is a responsibility of the coordinator.

_____28. The cooperative education coordinator must assure the job placement occurs in barrier-free facilities for handicapped student-learners as required in Section 504 of the Rehabilitation Act of 1973 for eligible handicapped individuals.

ANSWER KEY

_____1. False. Handicapped workers are not more likely to have accidents than other employees.

_____2. False. Employers who hire handicapped workers have not experienced increased rates for worker's disability insurance.

_____3. True

_____4. True

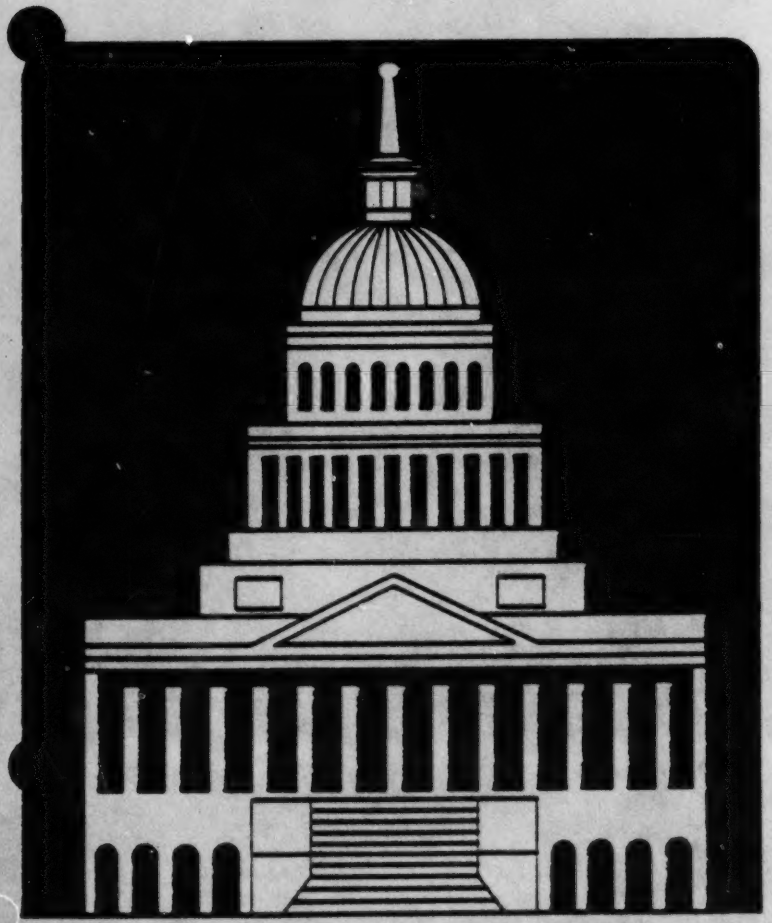
_____5. True

_____6. False. Not every building/facility has to be accessible. Any program or activity when viewed in its entirety, must be accessible.

_____7. False. An employer has three years to make changes in buildings/facilities if they are not accessible to cooperative education students.

_____8. True

_____9. True



_____10. True

_____11. False. An employer or employment agency may not ask questions or keep records pertaining to the handicap for reasons contrary to the provisions of the act.

_____12. True

_____13. True

_____14. True

_____15. True

_____16. True

_____17. False. Must be mailed to U.S. Department of Labor, Wage-Hour Division, 230 South Dearborn Street, Room 869, Chicago, IL 60604.

_____18. True

_____19. True

ANSWER KEY

_____20. False. The school principal does not have to be a member of the Individualized Educational Planning Committee.

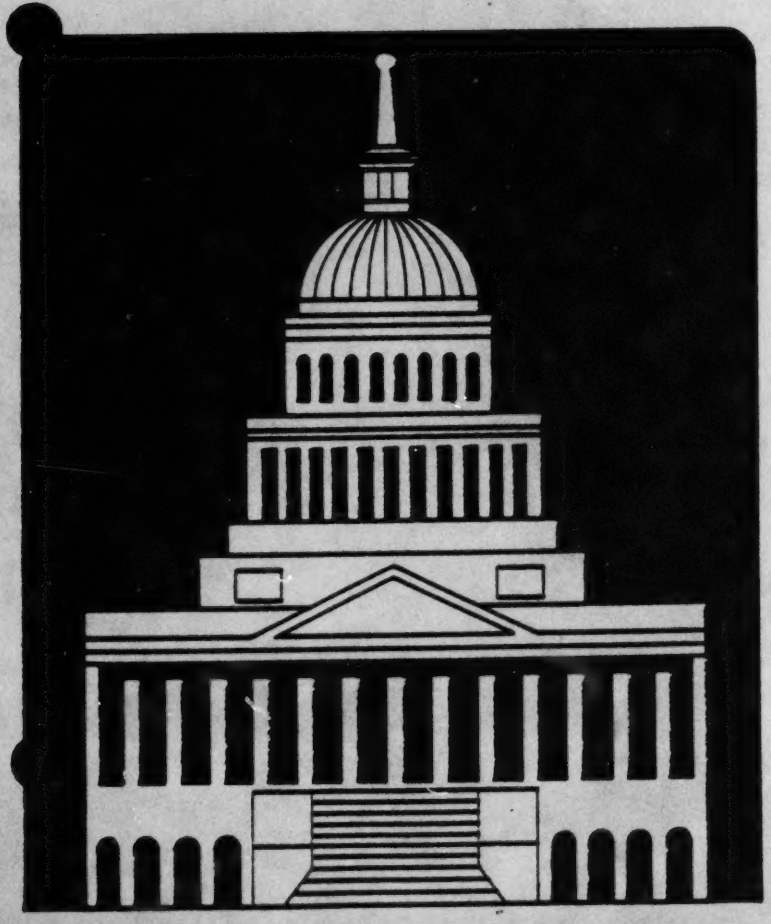
_____21. False. Vocational education services must be listed in a cooperative education student's IEP. If vocational education is needed, the vocational education alternative should be specified on the IEP. Either regular or adaptive vocational education for a student should be reflected on the IEP in the section titled "extent of time spent in regular education."

_____22. False. Employers may not conduct pre-employment medical examinations and make pre-employment inquiries concerning the existence or the nature of a handicap.

_____23. True

_____24. False. Offers of employment to handicapped persons may be conditioned on the results of medical examinations if they are administered to all entering employees in a nondiscriminatory manner and results are treated confidentially.

_____25. True



_____26. True

_____27. False. Transportation from school to work and from work to home is not a responsibility of the cooperative education coordinator.

_____28. True

SCORING INSTRUCTIONS

27-28 Correct.....You know the Federal and State of Michigan laws relating to Handicapped Workers.

25-26 Correct.....You have excellent knowledge about Federal and State of Michigan laws relating to Handicapped Workers, but you may want to read the next section: Acquiring Knowledge about Handicapped Workers.

23-24 Correct.....You did fairly well; you should read more about Federal and State of Michigan laws relating to Handicapped Workers.

0-22 Correct.....Read on, you must learn more about Federal and State of Michigan laws relating to Handicapped Workers.

REINFORCEMENT EXERCISE

DIRECTIONS: Read and answer the questions and compare your answer with the response given on the left hand margin. Place a blank sheet of paper over the left hand margin. Good luck.

ACQUIRING KNOWLEDGE ABOUT FEDERAL AND STATE OF MICHIGAN LAWS RELATING TO HANDICAPPED WORKERS

ANSWERS	
C	1. Which of the following are Federal Laws affecting employment of the handicapped? A. Public Act 183, Second Injury Certification B. Act 220 of the Public Acts of 1976 C. Rehabilitation Act of 1973 D. All of the above E. None of the above
F	2. Which of the following are State of Michigan laws affecting employment of the handicapped? A. Public Act 183, Second Injury Certification B. Act 220 of the Public Acts of 1976 C. Rehabilitation Act of 1973 D. All of the above E. None of the above F. A and B
D	3. The Rehabilitation Act of 1973? A. Requires affirmative action when any employer does business with the Federal Government under a contract of more than $2,500 for either personal property or nonpersonal services, including construction B. Contains Sections 503 and 504, which speak to the requirements of employers when hiring handicappers C. Was amended in 1974 to give additional information on how to conform to the law D. All of the above E. A and C

ACQUIRING KNOWLEDGE ABOUT FEDERAL AND STATE OF MICHIGAN LAWS RELATING TO HANDICAPPED WORKERS

ANSWERS

F

4. Section 504 of the Renabilitation Act of 1973 states that?

A. Employers must actively recruit, consider and employ qualified handicapped employees
B. No person/student may be discriminated against because of a handicap
C. The procedure of affirmative action does not stop with the hiring of an employee but continues during the duration of employment
D. Employers must make reasonable accommodations to the physical and mental limitations of the handicapped employees or applicants
E. Employers must display efforts and results of employment of persons with handicaps
F. All of the above

G

5. Section 504 of the Rehabilitation Act of 1973 stipulates that?

A. Handicappers are not to be discriminated against in employment and program opportunities offered by recipients of federal funds
B. Employers are required to make all accommodations to the known physical or mental limitations of a handicapped applicant or employee
C. Not every building/facility has to be accessible to handicappers
D. Three years is the time period for structural changes
E. Nonstructural changes are to be made within 60 days of the final regulations.
F. All of the above
G. A, C, D, E

ANSWERS

E

6. The Rehabilitation Act Amendments of 1974 state that?

   A. Contractors must review all job requirements
   B. Qualified handicapped applicants may be excluded solely on the basis of their physical or mental condition
   C. Contracts with sheltered workshops cannot be considered affirmative action unless the contractor uses the workshop as a source of training
   D. All of the above
   E. A and C

G

7. The Michigan Handicapper's Civil Rights Act of the Public Act 220 of 1976 states that?

   A. An employer has the right to fire or refuse to hire, recruit, promote, or discharge a student on the basis of a handicap
   B. Physical or mental examinations must be directly related to the requirements of a specific job
   C. The employer does not need to use adaptive devices or aids when they may be utilized to allow the person to do the job
   D. An employer or employment agency may not ask questions or keep records pertaining to the handicap for reasons contrary to the provisions of the act
   E. All physical handicaps are covered under the law as well as mental retardation.
   F. B, C, E
   G. B, D, E

ACQUIRING KNOWLEDGE ABOUT FEDERAL AND STATE OF MICHIGAN LAWS RELATING TO HANDICAPPED WORKERS

ANSWERS

A

8. Michigan's Hire the Handicapped Law, Public Act 183, states?

   A. Incentives are given to employers hiring persons with such handicaps by limiting their liability in case of occupational injury or illness, without limiting the Worker's Disability Compensation rights of those injured, or their dependents
   B. Incentives are given to employers who hire handicapped workers by providing them with a 75% reduction in the minimum wage
   C. Both A and B

F

9. Applicants who qualify for Second Injury Certification must have which of the following qualifications?

   A. Are unemployed and looking for a new job
   B. Have either a back, heart, diabetic, or epileptic condition, which is a significant obstacle to employment
   C. Were not employed any time in the past 52 weeks and are requesting certification
   D. Have not received or are not receiving Worker's Disability Compensation benefits from the employer
   E. Have disabilities certified by the Bureau of Rehabilitation
   F. All of the above
   G. B, D, E

C

10. Which of the following is not a part of the definition of "handicapped" according to the Michigan Handicapper's Law?

   A. A determined physical or mental characteristic of an individual
   B. Physical or mental characteristics which may result from disease, injury, congenital condition of birth, or functional disorder
   C. Any physical disorder preventing an individual from performing a job

ACQUIRING KNOWLEDGE ABOUT FEDERAL AND STATE OF MICHIGAN LAWS RELATING TO HANDICAPPED WORKERS

ANSWERS

E

11. According to the Federal Rehabilitation Act, the suggested methods of compliance include all of the following except?

A. Home visits
B. Reassignment of aids
C. Assignment of classes to accessible buildings
D. Redesign of equipment
E. Providing identical services

D

12. Any program or activity which receives federal financial assistance?

A. Must not exclude qualified handicapped persons from benefits or services
B. Must provide equal opportunity to participants
C. Must provide services as effective as those provided to the non-handicapped
D. All of the above

C

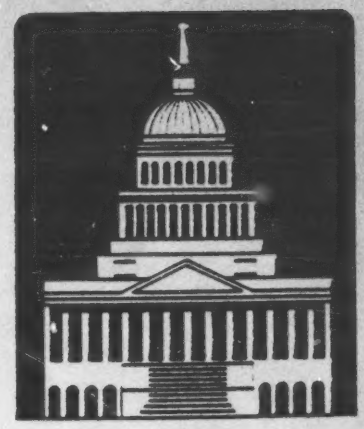
13. Tests given to potential employees must measure?

A. Only the individuals ability to distinguish colors and recognize sounds
B. Only the individuals ability to perform basic manual functions
C. Only the individual's job performance

A

14. Offers of employment to handicapped persons may be conditional on the results of medical examinations if?

A. They are administered to all entering employees in a non-discriminatory manner and results are treated confidentially
B. They are administered to all entering employees selectively and results are treated confidentially
C. They are administered to the handicapped individuals by their own medical personnel and results are treated confidentially



ACQUIRING KNOWLEDGE ABOUT FEDERAL AND STATE OF MICHIGAN LAWS RELATING TO HANDICAPPED WORKERS

ANSWERS

B 15. No qualified handicapped person may be excluded from a federally-assisted program because?

A. The job that the individual was hired for turned out to be difficult
B. A recipient's facilities are unaccessible or unusable
C. Additional responsibilities are added to a present job making it impossible for the handicapped individual

C 16. Regulations, Part 524, Special Minimum Wages for Handicapped Workers in Competitive Employment permits a handicapped cooperative education student to earn?

A. 85% of the minimum wage
B. 75% of the minimum wage
C. 50% of the minimum wage

B 17. Application for a special minimum wage for a handicapped worker is submitted to?

A. State of Michigan Director of the Wage and Hour Division
B. Regional Director of the administrative region of the Wage and Hour Division, U.S. Department of Labor

A 18. Application for Handicapped Worker Certificate is mailed to?

A. U.S. Department of Labor, Wage-Hour Division, 230 South Dearborn St., Room 869, Chicago, IL 60604
B. U.S. Department of Labor, Wage-Hour Division, 230 Woodward Avenue, Detroit, MI 48093

ACQUIRING KNOWLEDGE ABOUT FEDERAL AND STATE OF MICHIGAN LAWS RELATING TO HANDICAPPED WORKERS

ANSWERS

B

19. I.E.P.C. represents?

A. Insured Educational Planning Committee for handicapped students
B. Individualized Educational Planning Committee for handicapped students

C

20. Handicapped referrals can be described as?

A. A written notification that a person is suspected of being handicapped
B. A written statement that a handicapped person may need a change in educational status
C. Both A and B

G

21. Who are the required participants in the IEPC meeting?

A. Principal
B. A representative of the public agency, other than the student's teacher, who is qualified to provide, and/or supervise the provision of, special education
C. Superintendent
D. Student's teacher - Cooperative education coordinator
E. Student's parent(s)/guardian(s) must be invited to participate
F. The student, when appropriate
G. B, D, E, F
H. All of the above

ACQUIRING KNOWLEDGE ABOUT FEDERAL AND STATE OF MICHIGAN LAWS RELATING TO HANDICAPPED WORKERS

ANSWERS

G

22. Responsibilities of the Michigan cooperative education coordinator for services to handicapped students are which of the following?

A. Transportation from home school to co-op site
B. Transportation from co-op site to home school
C. Assuring that appropriate vocational tools and equipment are available
D. Assuring that barrier-free facilities are provided as required in Section 504 of the Rehabilitation Act of 1973
E. All of the above
F. A and D
G. C and D

H

23. The cooperative education coordinator should inform employers about inquiries presented to the handicapped student when interviewing for a cooperative education on-the-job position. Suggestions would be?

A. Offers of employment to handicapped students may be conditioned on the results of medical examinations if they are administered to all entering employees
B. Questions that ask if an applicant is visually impaired because there is driving on the job
C. Stick to the questions that have to do with BFOQ, Bona Fide Occupational Qualifications
D. Don't ask: Will you require reasonable accommodations?
E. Do ask: How did your disability occur?
F. All of the above
G. A, C, D
H. A and C

You be the judge...

CASE STUDIES

1. Samantha Williams, newly accepted to the cooperative education program, asks for an appointment with you. In this meeting Samantha tells you that she has a problem. She tells you she is an epileptic and does experience seizures that are not controlled by medication. Samantha is concerned that an employer will not give her a job because of her epilepsy. What would you say to Samantha? What, if anything, would you tell a prospective training station about Samantha?
   Carl Woloszyk/Jack Humbert

2. Jerry Peterson, a paraplegic, applies for your cooperative education program. He has taken the preparatory skills course for cooperative education and received a "D" grade for his accomplishments. Jerry tells you in the program interview that he has a sincere interest in a career that requires standing at the job. You, the coordinator, attempt to reason with Jerry that it would be impossible for him to perform a job that requires standing. Because of the interview you refuse Jerry permission to enter cooperative education. Jerry's parents call you and inform you that you cannot deny Jerry admission to the cooperative education program. Who is right?
   Jack Humbert/Carl Woloszyk

You be the judge...

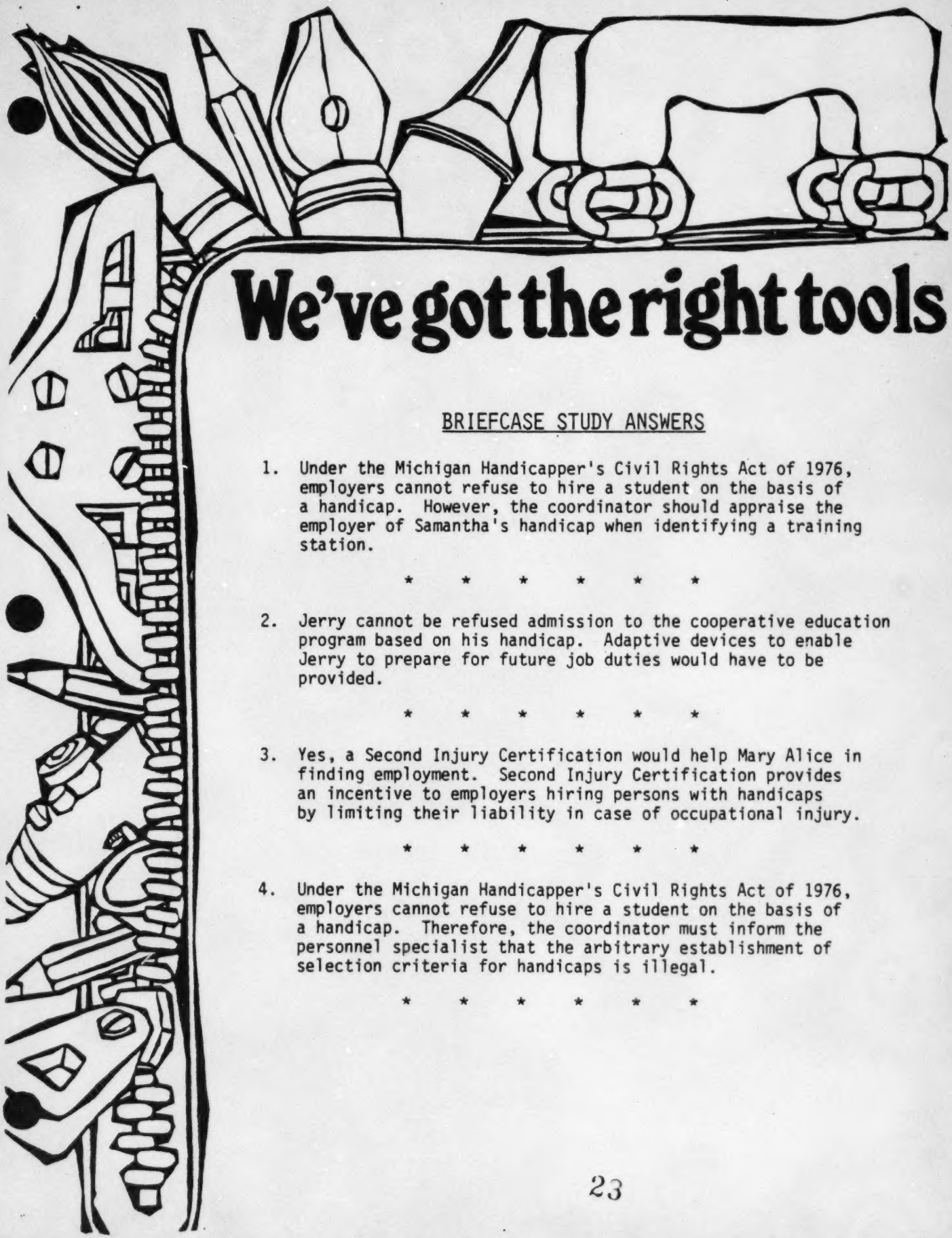
3. It is early October and you have been unable to place Mary Alice Chavez. Mary Alice has a back injury and can do no lifting on the job. Employers are reluctant to hire Mary Alice because of the fear of Worker's Disability. Because of placement difficulty, you ask a personnel specialist what she would suggest. The specialist suggests Second Injury Certification. Could Second Injury Certification help you find a job placement for Mary Alice? Explain.
Carl Woloszyk/Jack Humbert

4. An affirmative action employer calls you, the coordinator of a cooperative education program, and asks you for your help. You immediately set up an appointment. At this appointment the personnel specialist says, "I need handicapped workers, but the type of handicapped worker that has minor problems. I don't want any major problems with handicapped workers around here." What would you say to this employer?
Carl Woloszyk/Jack Humbert

5. You have accepted a student by the name of Blanche Chavoiz. Blanche was an alcoholic but has not had a drink in one year. All of your other cooperative education students have been placed except Blanche. You ask one of your employers to hire Blanche. The employer tells you, "I just can't gamble on alcoholics without some type of wage deviation." What would you say to this employer?
Jack Humbert/Carl Woloszyk

You be the judge...

6. As a trade and industry coordinator in Michigan City you have made the decision not to accept a multiple sclerosis student for the cooperative education program. You are supported in this decision by your cooperative education advisory committee who assists you in selection of student-learners. The reason you will not accept this student is your fear that the student will be injured performing the skill tasks on-the-job. The Individualized Educational Planning Committee (IEPC) disagrees with you and the advisory committee. Who is right?
Carl Woloszyk/Jack Humbert



We've got the right tools

BRIEFCASE STUDY ANSWERS

1. Under the Michigan Handicapper's Civil Rights Act of 1976, employers cannot refuse to hire a student on the basis of a handicap. However, the coordinator should appraise the employer of Samantha's handicap when identifying a training station.

* * * * * *

2. Jerry cannot be refused admission to the cooperative education program based on his handicap. Adaptive devices to enable Jerry to prepare for future job duties would have to be provided.

* * * * * *

3. Yes, a Second Injury Certification would help Mary Alice in finding employment. Second Injury Certification provides an incentive to employers hiring persons with handicaps by limiting their liability in case of occupational injury.

* * * * * *

4. Under the Michigan Handicapper's Civil Rights Act of 1976, employers cannot refuse to hire a student on the basis of a handicap. Therefore, the coordinator must inform the personnel specialist that the arbitrary establishment of selection criteria for handicaps is illegal.

* * * * * *

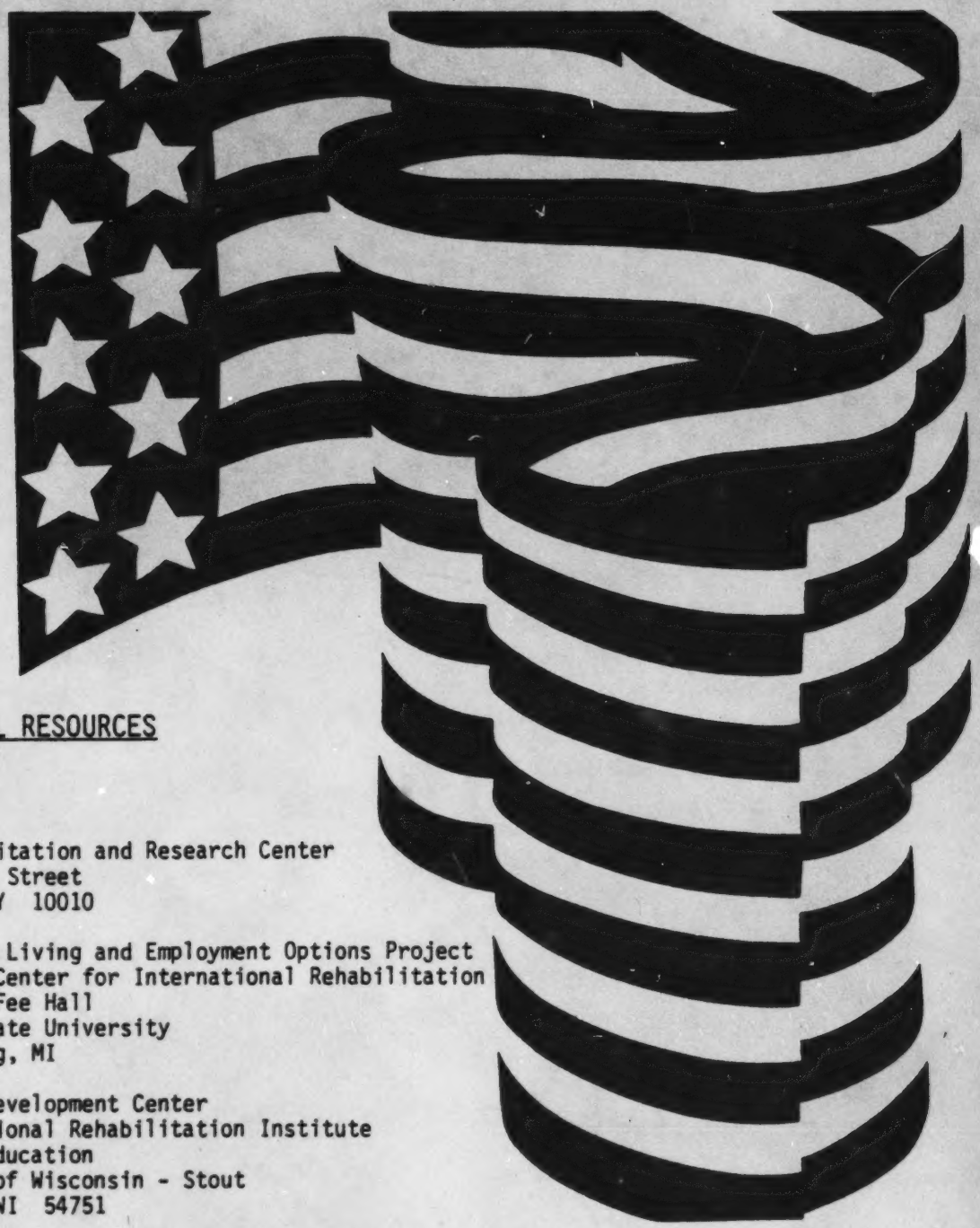
We've got the right tools

5. Since the employee, Blanche Chavoiz, is suffering from a mental/physical problem (alcoholism) it is illegal to discriminate. However, a student-learner federal wage deviation could be obtained to assist with employer wage costs.

* * * * * *

6. The Individualized Educational Planning Committee (IEPC) is correct since you cannot discriminate on the basis of handicap or fear of injury.

* * * * * *



ADDITIONAL RESOURCES

AGENCIES

ICD Rehabilitation and Research Center
340 E. 24th Street
New York, NY 10010

Independent Living and Employment Options Project
University Center for International Rehabilitation
D-201 West Fee Hall
Michigan State University
East Lansing, MI

Materials Development Center
Stout Vocational Rehabilitation Institute
School of Education
University of Wisconsin - Stout
Menomonie, WI 54751

Michigan Association of Rehabilitation Facilities
938 Michigan National Tower
Lansing, MI 48933

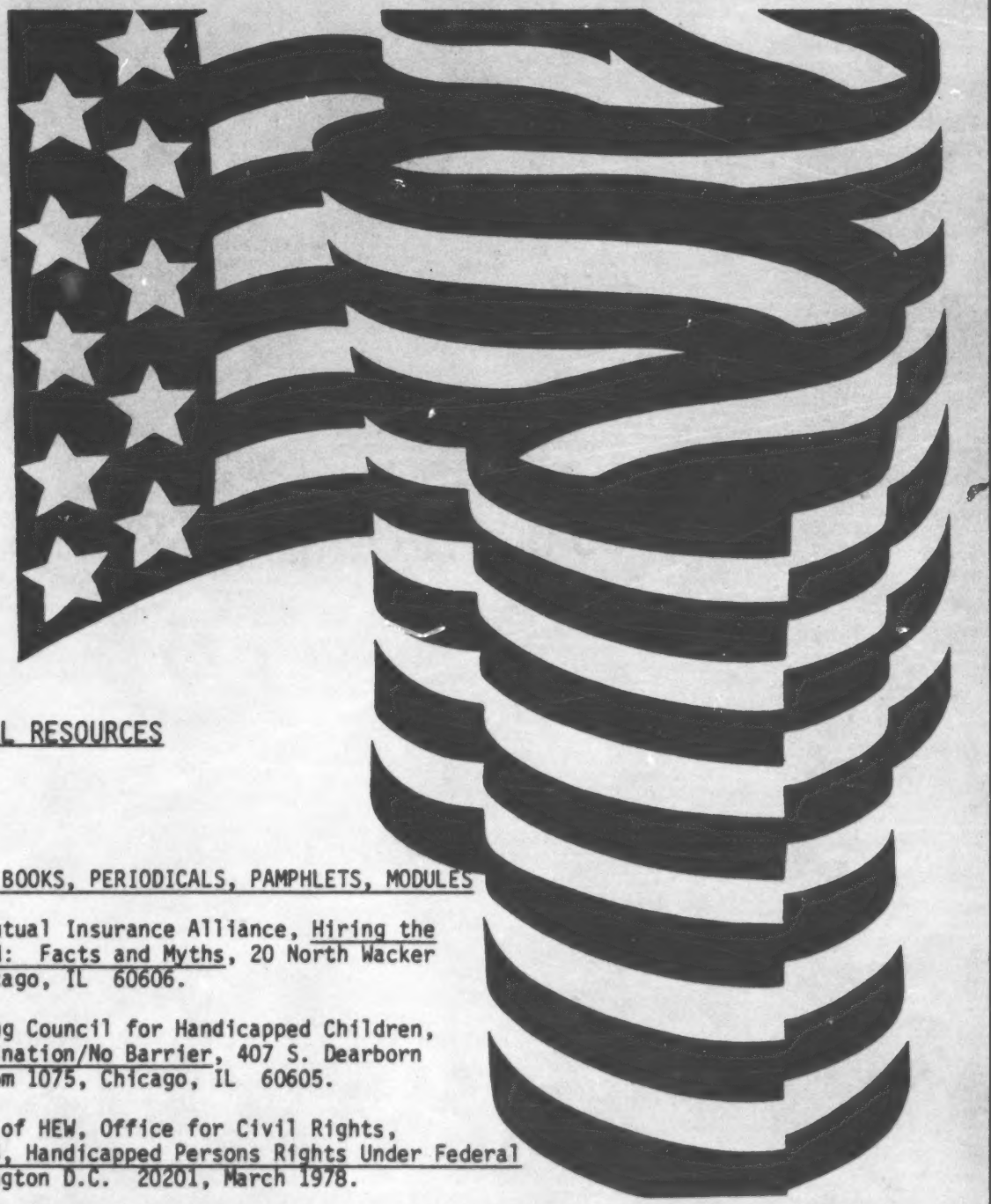
Michigan Center for a Barrier-Free Environment
6879 Heath Lane
West Bloomfield, MI 48033

Michigan Commission on Employment of the Handicapped
State Secondary Complex
7150 Harris Drive
Lansing, MI 48926

AGENCIES

Michigan Commission on Handicapper Concerns
309 N. Washington
P.O. Box 30015
Lansing, MI 48909

The National Rehabilitation Information Center
Eighth and Varnum Streets, NE
The Catholic University of America
Washington, D.C. 20064



ADDITIONAL RESOURCES

REFERENCES BOOKS, PERIODICALS, PAMPHLETS, MODULES

American Mutual Insurance Alliance, Hiring the Handicapped: Facts and Myths, 20 North Wacker Drive, Chicago, IL 60606.

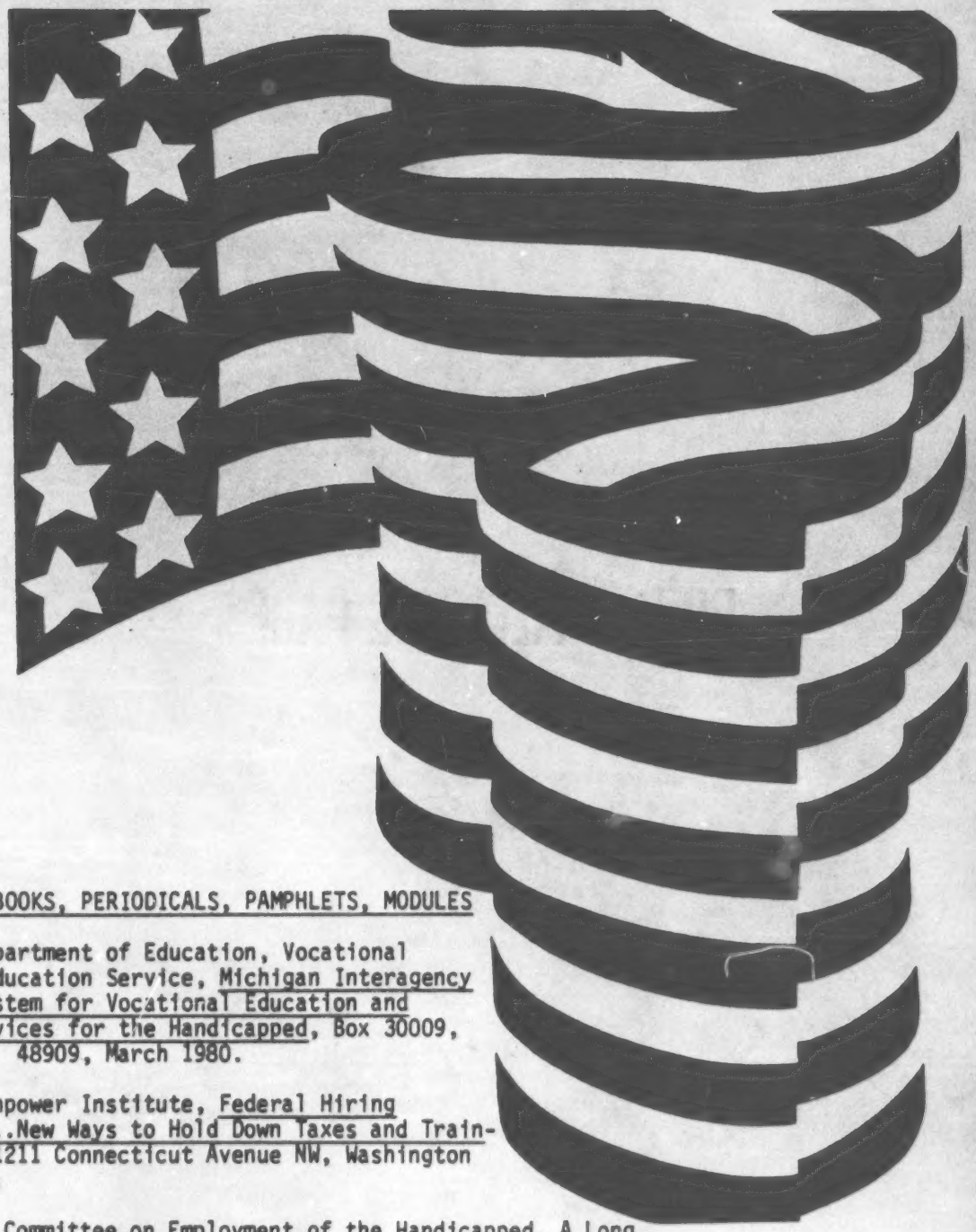
Coordinating Council for Handicapped Children, No Discrimination/No Barrier, 407 S. Dearborn Street, Room 1075, Chicago, IL 60605.

Department of HEW, Office for Civil Rights, Section 504, Handicapped Persons Rights Under Federal Law, Washington D.C. 20201, March 1978.

Executive Enterprises, Complying with Equal Employment Regulations for Handicapped Persons, 33 W. 60th Street, New York, NY 10023.

Michigan Center for a Barrier-Free Environment, Access Michigan, 6879 Heather Heath, West Bloomfield, MI 48033.

Michigan Department of Education, Vocational Rehabilitation Services, What Every Worker and Employer Should Know About Their Joint Benefits Under Michigan's Hire-the-Handicapped Law, P.O. Box 30010, 10th Floor, Plaza Hotel, Lansing, MI 48909.



REFERENCES BOOKS, PERIODICALS, PAMPHLETS, MODULES

Michigan Department of Education, Vocational Technical Education Service, Michigan Interagency Delivery System for Vocational Education and Related Services for the Handicapped, Box 30009, Lansing, MI 48909, March 1980.

National Manpower Institute, Federal Hiring Incentives...New Ways to Hold Down Taxes and Training Costs, 1211 Connecticut Avenue NW, Washington D.C. 20036.

President's Committee on Employment of the Handicapped, A Long, Long Way, Washington D.C. 20210, 1972.

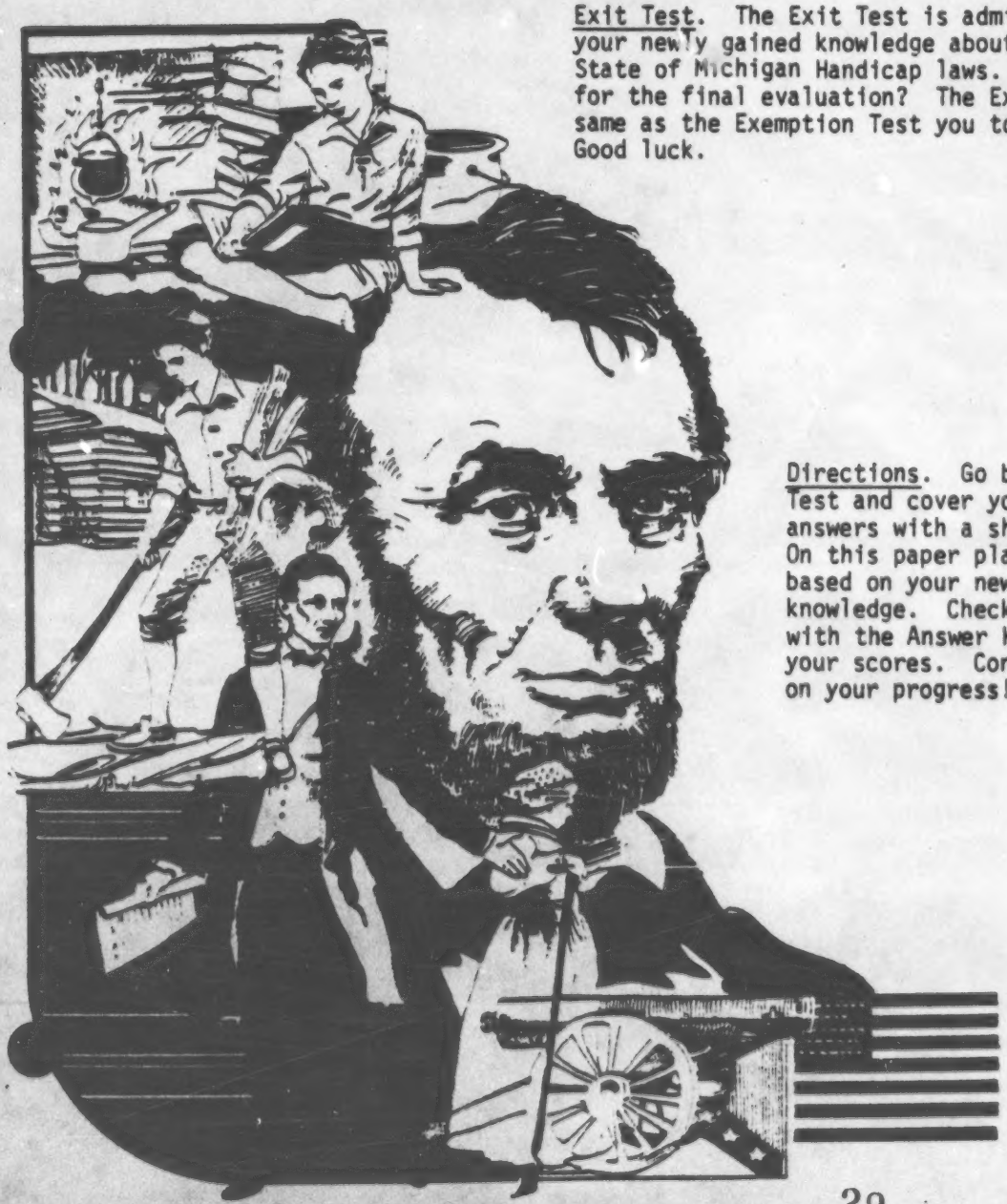
President's Committee on Employment of the Handicapped, Affirmative Action for Disabled People--A Pocket Guide, Washington D.C. 20210.

President's Committee on Employment of the Handicapped, Affirmative Action to Employ Handicapped People--A Pocket Guide, Washington, D.C. 20210.

Rehabilitation Services Administration, Department of HEW, Affirmative Action--What Does It Mean to You?, Washington D.C. 20203.

EXIT TEST

FEDERAL AND STATE OF MICHIGAN HANDICAP LAWS



Exit Test. The Exit Test is administered to assess your newly gained knowledge about Federal and State of Michigan Handicap laws. Are you ready for the final evaluation? The Exit Test is the same as the Exemption Test you took earlier. Good luck.

Directions. Go back to the Exemption Test and cover your original answers with a sheet of paper. On this paper place your answers based on your newly acquired knowledge. Check your answers with the Answer Key and compare your scores. Congratulations on your progress!

MICHIGAN STATE BOARD OF EDUCATION

STATEMENT OF ASSURANCE OF COMPLIANCE WITH FEDERAL LAW

The Michigan State Board of Education complies with all Federal laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of the Michigan State Board of Education that no person on the basis of race, color, religion, national origin or ancestry, age, sex, marital status or handicap shall be discriminated against, excluded from participation in, denied the benefits of or otherwise be subjected to discrimination in any program or activity for which it is responsible or for which it receives financial assistance from the U.S. Department of Education.